



Voice of the Director



Paul A. Quander, Jr.

As is their annual practice, DC Superior Court closed for two days in early December to conduct judicial training and take care of other DCSC housekeeping issues.

Normally, the two-day break from court hearings would afford supervision staff an opportunity to do their own form of housekeeping, whether that meant catching up on desk work or a full day of field visits. This year, I decided to take advantage of the court closure and use one of those days to meet with our Community Supervision Officers.

On December 2, we assembled at the beautiful new Town Hall Arts and Recreation Campus (THE ARC) theatre on Mississippi Avenue, S.E., in Ward 8. All of the Agency's Associate Directors joined us as did Deputy Director Adrienne Poteat. Following my address, CSS Associate Director

Tom Williams gave an overview of technology enhancements to be implemented in the new year, including the release of SMART Version 3.0 which will feature a number of improvements requested specifically by community supervision staff. Following Tom Williams, CJP Associate Director Jasper Ormond spoke intensely to the critical need for CSOSA to maintain its relevant business value to the Washington, DC community. With his characteristic understated passion, he urged each Community Service Officer to make the connection between what they do every day to maintain social order, ensure public safety and positively integrate offenders back into the community and the phenomenal economic growth the city has enjoyed since 1998. To illustrate his point, he reminded the audience that Mississippi Avenue was not perceived as a safe place when CSOSA began operation. Eight years later we were able to convene at

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CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

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Voice of the Director continued

THE ARC because the perception of the community had changed, in large part due to the work of our agency.

Leslie Cooper, Treatment Program Manager, followed with a discussion of CSOSA's treatment program, the process for prioritizing offender treatment and the reality of the agency's ability to address the growing need for treatment services. Several CSOs posed procedural questions related to the nuts and bolts of securing treatment for offenders on their caseloads. This provided Ms. Cooper with an opportunity to clarify agency procedures and provide insight into how treatment decisions are made. After a short break, Deputy Director Adrienne Poteat addressed the group with answers to many of the questions often posed to her and the Director by individual CSOs. Titled, "Can You Just Tell Me Why," her spirited presentation addressed such issues as SMART data entry requirements, telecommuting opportunities, and the agency dress code.

Following the Deputy Director's presentation the floor was opened for questions from the audience. Throughout the morning I had looked forward to the opportunity to hear directly from supervision staff expressing their ideas, concerns, and burning questions. I was not disappointed. Questions ranged from the agency's position on giving performance awards for "fully meets expectations" evaluations to the specific qualifications needed for promotion to supervisory positions. Concerns were aired over differences in policy interpretations among supervisors and the amount of time it takes to see offenders at the DC Jail. The possibility of a 10-hour workday was raised as well as whether the workday should be extended to accommodate offenders with daytime employment. Some of the questions had straightforward answers that the Associate Directors and I were able to provide immediately. Other questions required additional research and could not be fully answered in the meeting.

All in all, however, I found the meeting to be helpful both for the opportunity to address the CSOs collectively and as a vehicle for the group to voice their concerns. The December 2 meeting was, however, only one conversation in what will be a continuing dialogue between me, the agency's executive team and our supervision staff. I meet with the executive team on the first Wednesday of each month. Beginning early in 2006, I will be moving one of these executive staff meetings each quarter from headquarters to a field site. Following the executive staff meeting, I will remain at the field site for the remainder of the day and be available to staff to discuss issues and answer questions. We will also continue to take advantage of the court's closing each December for a full meeting with our supervision staff.

CSOSA has a critical mission that we can only achieve through open and honest communication and by harnessing the best thinking of all of our staff. I look forward to continuing the dialogue.

Paul A. Quander, Jr.
Director

Director Named Co-Chair of the District of Columbia Criminal Justice Coordinating Council

By Beverly S. Hill, Chief of Staff

CSOSA Director Paul A. Quander, Jr. has been elected Co-Chair of the District of Columbia's Criminal Justice Coordinating Council (CJCC). The Criminal Justice Coordinating Council was established by legislation in 1991 to serve as a mechanism for local and federal officials to work together to develop strategies to improve public safety and criminal and juvenile justice services in the District of Columbia.

The Mayor of the District of Columbia serves as the permanent Chair of the Criminal Justice Coordinating Council. The CJCC Co-Chair is elected annually by the full body of permanent advisory members who include the DC Council Chairman, the Chair of the Council Committee on the Judiciary, the Chief Judge of the DC Superior Court, the Deputy Mayor for Public Safety and Justice, the Chief of the Metropolitan Police Department, the Chairman of the US Parole Commission, the Attorney General for the District of Columbia, the US Attorney for the District of Columbia and the Directors of the Youth Services Administration, Pretrial Services Agency, Public Defender Service, Federal Bureau of Prisons, Department of Corrections, US Marshals Service and Court Services and Offender Supervision Agency.

In addition to setting criminal justice priorities and coordinating criminal and juvenile justice activities for the District of Columbia, the CJCC also influences criminal justice legislation, grant funding and budget decisions. The election of our Director as Co-Chair of this important body is in large part a recognition of CSOSA's position as the leader in criminal justice innovation in the District of Columbia. While many US cities have established criminal justice coordinating councils, in few cities does parole and probation set the tone for the citywide criminal justice activity. Every CSOSA employee shares in this prestigious honor. As an agency, our willingness to embrace innovation in our work, actively engage with our criminal justice partners and the community, and continually seek new, creative ways to meet our mandate has placed CSOSA at the forefront of criminal justice practice.

The Director's appointment as CJCC Co-Chair expires December 31, 2006. He has established an ambitious agenda for his term and will be counting on CSOSA to assist him.

Office of Management & Administration

Unit Updates

By Arla Scott

Personnel: The **Office of Facilities** congratulates Pete Gomez and Marketia Davis on their new positions of Inventory Management Specialist and Fleet Manager, respectively.

The **Office of Security** welcomes Margo Hill as the new Security Programs Support Specialist. The Security Specialist (COOP Program Manager) GS-13 has been re-announced with an “open until filled” closing date.

The **Office of Procurement** congratulates Lisa Smith on her new position as a Grants Management Specialist GS-12.

New Rhode Island Avenue Field Office: The construction/renovation of the new Northeast Field Office at **900/910 Rhode Island Avenue is well underway**. The official address is 910 Rhode Island Avenue; however the space includes 12,000 square feet on the 2nd floor of 900 and approximately 6,000 square feet on the 2nd and 3rd floors of 910 Rhode Island Avenue. The office will house 5 CSS teams, including General Supervision, Interstate and Domestic Violence. The Rhode Island Metro Station is directly across the street. At this time, we are anticipating occupancy by the end of February 2006.

Far Northeast Field Office: CSOSA is no longer pursuing the Benning Road Metro Station property as a site for a field unit. Despite this development, the need for a CSOSA field office in Ward 7 to serve the offenders and defendants who reside there remains critical. We are continuing our efforts to locate land on which to construct a facility or any existing structure that could be modified to meet our needs. We will continue to work with community leaders and organizations in the area to accomplish this important public safety goal.

Property Management: Facilities, in collaboration with the Office of Information Technology, completed the **FY 2005 annual inventory** and reconciliation in August 2005. The results are under review by Integrated Asset Management and the final report will be ready by the end of November 2005.

CSOSA Re-entry and Sanctions Center at Karrick Hall: Renovation of Karrick Hall on the grounds of D.C. General continues. Expected occupancy is by the end of February 2006.

Fiscal Year End: The Offices of Procurement and Financial Management burned the midnight oil to ensure efficient and maximum use of CSOSA FY 2005 funds. A big thank you goes out to the staff of these offices and to all agency staff involved in contracting and purchasing.

Office of Management & Administration continued

The **Office of Security** received a total of 61 incident reports that were written and submitted to the Office of Security during January. The reports include incidents of MPD and USMS warrants being served (arrests) on site, reports of alarm activity, offender misconduct, medical emergencies, on-site injuries or illness, destruction of government property, and disorderly offenders.

Work continues within the Office of Security and OIT to develop the **Personal Identification Verification 1** requirement of the **Homeland Security Personnel Directive 12**. An Agency Implementation Plan for PIV 1 was approved by the Office of Management and Budget (OMB).

The **Office of Security** is undergoing a **Personnel Security audit** by the Office of Personnel Management. OPM interviewed Personnel Security staff for CSOSA and conducted a case sampling review of CSOSA security files during the month of May. OPM provided a preliminary close-out report to CSOSA in late August which was predominately favorable.

The **Office of Financial Management** is preparing for the **FY 2005 audit**. Fieldwork for the FY 2004 Audit is completed and we are awaiting final reports from PriceWaterhouseCoopers, the audit firm.

The **Office of Financial Management** completed CSOSA's **FY 2007 budget request** to the Office of Management and Budget (OMB) in the first week of September. The OMB hearing was held on Monday, September 26th, at which the Director presented and discussed the agency budget request with senior OMB officials. The FY2007 budget will be submitted to Congress on February 6, 2006.

Your Agency Badge

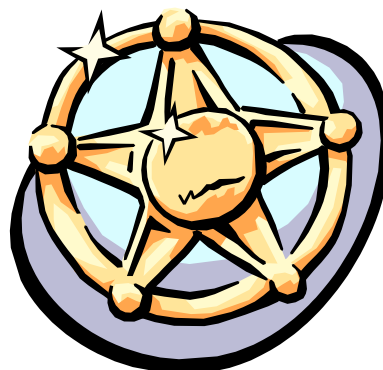
By Carol Holloway, Supervisory Security Specialist, Office of Security

Agency Badge/Credentials/Agency Property - CSOSA employees who are issued agency badge/credentials are reminded that their badge/credential serves as official Agency identification. Remember that each Agency employee is responsible for his or her Agency issued credential/badge and is required to store and safeguard it in a safe place. Badge/credentials should not be left unattended/unsecured in vehicles and/or desk drawers. Pursuant to agency policy, if a badge/credential is lost/stolen, the employee will be charged a replacement fee depending on the circumstances surrounding their claim. All employees who were issued agency badge/credentials signed an acknowledgement letter, which states:

- **SAFEGUARDING:** I accept responsibility for safeguarding the Agency badge and credential issued to me. When not in use it will be protected against loss or theft. A fee of \$50.00 will be charged for a lost badge.
- **REPORTING LOSS OR THEFT:** I will immediately report any loss or theft of the badge and credential to the Office of Security, Room 820, 633 Indiana Avenue, NW, Washington, D. C. 20004, which can also be reached at (202) 220-5750 or 220-5727. If I subsequently recover my lost or stolen card, I will promptly return it to the Office of Security.

The Office of Security has received several reports of individuals leaving their badge/credentials in their working areas and/or vehicles. The loss/theft of a federal law enforcement badge can potentially compromise the Agency's security access plan as well as other federal/local access plans and lead to unauthorized individuals gaining access to CSOSA facilities and/or misrepresenting themselves as CSOSA employees. Regardless of the precautions taken, there will be times when a badge/credential is lost or stolen. If this should happen, please contact the Office of Security on (202) 220-5750 **immediately**. Timely reporting of any lost or stolen badge/credential is essential for everyone's safety. Procedures for the replacing lost badges are also on the CSOSA website under the policy section.

This also serves as a reminder that the same precautions should apply to **all** other agency issued equipment including cell phones, blackberries, laptops, and soft body armor.



Office of the General Counsel

If You've Got A Phone, You've Got An Answer.

By Linette A. Lander, Assistant General Counsel

Now that your attention has been drawn to this article, I would like to provide some guidance on when it is appropriate to call OGC with your questions, and when it is more appropriate to direct your questions to another office.

DIRECT THESE CALLS to OGC:

- ☼ Any ethics matter, including outside employment, the Hatch Act, gifts from fellow employees or outside sources, etc.
- ☼ OGC policies, listed under OGC on the Agency's intranet site.
- ☼ Policies that were drafted with OGC's assistance, after first reading the policy and consulting your chain-of-command. (Examples of such policies include CSS's Employer Notification Policy and CSS's Search and Seizure policy).
- ☼ Questions concerning documents or agreements that OGC has drafted, reviewed, or approved.
- ☼ Questions about potential liability, provided that operational issues are first run through the component's chain-of-command.
- ☼ Questions of statutory interpretation or concerning the law that applies to a particular situation.
- ☼ Questions concerning sex offender registration or DNA sampling requirements.
- ☼ Questions concerning the Freedom of Information Act (FOIA) or the Privacy Act should be directed to the FOIA Unit within OGC.
- ☼ Questions involving criminal records maintained by this Agency should be directed to the FOIA Unit of OGC. Offenders/defendants should not be directed to come to OGC in search of records. Instead, they should be advised to send a letter to the FOIA office that includes a request for specific records.

DIRECT THESE CALLS TO OTHER OFFICES:

- ☼ Policies of other offices (e.g., questions about use of government vehicles should be directed to Management & Administration);
- ☼ CSS operational issues should be directed up the chain-of-command within CSS.

- ☼ Questions concerning the operation of the Drug Free Workplace Program and services mentioned during the training on that program should be directed to that component within CSOSA's Office of Security.
 - ☼ Questions concerning Agency information sought in connection with academic research should be directed to Claire Johnson, Pretrial Services, who heads the research review group.
 - ☼ Questions involving advice on employment issues, including an employee's rights or obligations, should be directed to the Office of Human Resources, or if one is a member of the bargaining unit, through the union.
 - ☼ Questions from offenders or defendants concerning sealing or expungement of arrest records, when they do not involve supervision, should be directed to the court of conviction.
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A Postscript on Trust:

I thought I would share an experience that my mother, in her 70s, had recently following cataract surgery. Shortly after she was able to remove the bandage after surgery on the first eye, she went to the front porch to collect the mail. On the porch she discovered a small potted flowering plant with a note from her eye surgeons. The note said: "Thank you for entrusting the care of your eyes to us."

As my boss has said on occasion, "Trust is a wonderful thing." If you consider the times when we are forced to trust total strangers with our well-being and even our lives (for example, when driving extremely heavy and therefore dangerous pieces of equipment on the Beltway at high rates of speed), it is clear that trust is indeed a powerful force.

It can also be a great motivating factor to recognize the trust others have in you. Most if not all of us at the Agency serve in positions of "public trust." Taking the time to express the trust we have in co-workers - including those both above and below us in the chain-of-command - as well as friends and family members, can be meaningful to those individuals and might even spur them on to greater achievements.

Mary Rodriguez—CSOSA's New General Counsel

By Leonard Sipes

Looking for a Dialogue with Employees



Mary Rodriguez is looking for employee dialogue. She foresees an office that gives the right advice in a timely manner.

“The General Counsel’s Office doesn’t just represent management,” she said. “We are here to serve everyone in a friendly and professional manner.”

Mary has 17 years of legal experience. Like so many Washingtonians, she moved here (from southern California) to work for the federal government. She thought she would give it a year. She stayed a bit longer than expected.

Her most recent assignment was with the Criminal Division of the U.S. Department of Justice where she worked on international extraditions and evidence sharing with Latin America and Western Europe. She brings a broad range of legal experience in criminal prosecution, international law enforcement, federal employment law, civil rights and voting rights.

“I have great respect for the mission of CSOSA and its focus on the safety of the community. My international work was important, but local public safety is crucial to the well-being of the area. It’s nice to work with so many people who are dedicated to that cause,” she said.

Her two young children keep her busy. Mary likes to cook and bake, especially her mother’s Mexican food recipes. She enjoys reading. Her husband is also an attorney. Mary graduated from UCLA Law School in 1988.

William Kirkendale Comes to CSOSA

By Leonard Sipes

Technology Manager Dedicated to Employee Support



“Enable the mission—support employees with innovation—protect public safety.” These ideas and many more come from William “Bill” Kirkendale, CSOSA’s new Chief Information Officer. Bill joins CSOSA after decades of private sector experience, including running his own IT business. His Marine Corps Reserve and federal government contract experience round out his background. He recently served as Chief Security Architect and Security Operations Manager supporting the Department of Homeland Security.

“CSOSA is an information and technology based agency. IT exists to make sure employees have the data, tools, and infrastructure to make the right decisions. The numbers tell us when we’re succeeding and when we need to change. The better the data, the better the organization, the better the public trust is served he said.”

“Giving employees a satisfying technology experience is job number one. Give them the right tools, and they can protect society and give offenders the services they need.” He welcomes comments and suggestions from employees as to how the Office of Information Technology enhance IT services.

Bill lives by three simple tenets of management-- simplicity, truth and empathy. Trust of fellow employees is crucial. He understands that while there are many perspectives in an organization, there are basic, fundamental principals that run through each of them. According to Bill, identifying and effectively communicating these fundamental principles will foster a collaborative culture and will produce the right results.

Bill grew up on Long Island and graduated from Arizona State University. He has authored several articles on IT security and has served in a variety of respected professional organizations, including the Computer Security Institute, FBI InfraGard, the Potomac Forum, and the Carnegie Mellon and MIT Forums. He was a team member recipient of the Ernst and Young Entrepreneur of the Year award. In his spare time Bill plays amateur baseball. He is married and the father of three children, ages five, seven and ten.

Premiere Mental Health Conference Attracts Over 200 Registrants

By Monica L. Barbara, Community Supervision Officer-Mental Health Team #42

Over 200 law enforcement, correctional and mental health professionals from the District and surrounding region registered for a groundbreaking conference addressing issues surrounding the mentally ill offender in the DC/Metropolitan area on Wednesday, September 28, 2005, at the Renaissance Washington Hotel. Appropriately entitled, *Bridging the Gap: Understanding the Mentally Ill Offender*, the conference was the first of what CSOSA leadership plan to be an annual gathering and is indicative of the overall direction the agency is taking for the Substance Abuse and Treatment Branch (SATB).

“Supervision has evolved into more than trailing an offender, waiting for a mistake, and locking the offender up. We have a greater responsibility,” explained CSOSA Director, Paul A. Quander, Jr. This greater responsibility includes keeping accountability at the forefront while conducting smart supervision techniques and constantly seeking ways to change antisocial thinking. Specifically with the mental health population, the goal is to “treat the disease rather than the symptoms,” says Quander. This implies a proactive versus reactive approach for which the agency has been developing action steps.

According to Branch Chief DeAndro Baker, the conference is the initial step in a series of changes that will eventually result in a more comprehensive, clinical approach to supervision of offenders with mental illness, substance abuse and/or dual diagnosis. “We’re taking case management to a new level and utilizing dynamic, strategic planning to address various issues with mentally ill offenders,” stated Baker.

Part of that strategic planning includes hiring supervision officers for the SATB who are currently or in the process of becoming credentialed and providing further training to currently employed officers. Branch Chief Baker feels that this integration of skilled officers will contribute to a multi-systemic approach to supervision and behavior modification as officers become more qualified and confident in their interactions with mental health practitioners during staffings and treatment plan development.

Colleen Kennedy, Senior Assistant U.S. Attorney, Mental Health Division, served as a panel speaker. She fully supports the movement towards a highly trained and specialized approach to supervising and treating the mentally ill offender. Noting that there is a current deficit in successful, follow-through programs for monitoring the mentally ill offender, Kennedy suggested that, “a more solid base of well-trained, core services agencies,” and professionals are needed to effectively address the mentally ill offender. Kennedy adds that funding and housing play an integral role in effectively addressing this population, as well as clarity regarding the roles of each sector from the court to incarceration, through supervision and community mental health services.

Fellow panel speaker and DC Department of Mental Health Director Martha Knisley further extends Baker and Kennedy’s concept of specialization by suggesting that the District consider having specific judges, trained in issues regarding the mentally ill offender, preside over cases involving this population. Knisley also offered that the “diversity of the panel indicates the complexity of the issues regarding the mentally ill offender,” and that the perception of solutions to those issues varies depending on the background of the professional.

The underlying theme of the conference was the need for collaboration among these parties to develop a more holistic approach to addressing the mentally ill offender. The Honorable Diane Brenneman, also a panel speaker, hoped that the conference would “increase the ability to communicate and link-up resources

Mental Health Conference continued

The need for collaboration was also cited as important to addressing the gap in accountability or ownership that often occurs during the mentally ill offender's transition from jail to the community and to supervision. CSOSA Director Quander noted that effective collaboration would require that each party "think outside the box of their individual roles and be willing to do what is necessary to ensure the success of the individual offender and subsequently the community at-large."

Keynote speakers for the conference were Randall Nero, Ph.D., Director of the Patuxent Institution in Jessup, MD and James Holwager, Ed.D, Director of Mental Health, Maryland Department of Public Safety and Correctional Services. Additional panel speakers included the Honorable Ann O'Regan Keary of the DC Superior Court; Susan Shaffer, Director of the DC Pretrial Services Agency; Betsy Biben, Esquire, Chief of Public Defender Service Offender Rehabilitation Division; Harry Fulton, Chief of the Public Defender Service, Mental Health Division; and Debbie Luxenberg of Luxenburg, Johnson & Dickens, PC. Janice Bergin, Deputy Director of the DC Pretrial Services Agency served as panel moderator. Speakers were carefully chosen to assure a well-rounded, comprehensive discussion of issues regarding the mentally ill offender and planning for the conference took nearly four months. Community Supervision Officer Marquita Melvin, who was part of the conference planning committee, feels the goals of the conference were met successfully, as "issues were brought out in an open forum, and key players were in a position to sit face-to-face with one another and make contact."

Conference attendees were also offered the option of several specialized discussions in addition to the keynote speakers, panel discussion and presentation, Mental Health/Mental Retardation Law and Case Process. Workshops included discussions about psychopharmacology, cultural sensitivity, crisis intervention, antisocial personality disorder, sensitivity training, What Works, co-occurring disorders and the DSM-IV, and the Pretrial Services Agency's Option program.

CSOSA managers hope this conference will become an annual event. Plans are currently in the works to reunite the conference's key players in six months to gauge what progress has been made as a result of the conference. These plans, coupled with the agency's movement towards more comprehensive, specialized supervision for the mentally ill offender, appear to be an appropriate first step towards "bridging the gap" between professionals, services and treatment of the mentally ill offender.



Director Paul Quander speaking on
"What Works"

Back to Rivers

By Cedric R. Hendricks, Associate Director, OLIPA

A team from CSOSA traveled to the Rivers Correctional Institution in early November to conduct our quarterly Community Resource Day activities onsite. Rivers is located about 230 miles away in Winton, NC. Among those making the trip were Director Paul Quander, Deputy Director Adrienne Poteat, Deputy Associate Director McKinley Rush, Branch Chief Bob Manuel, several SCSOs and CSOs, and some support staff. We were accompanied by a group of Federal and D.C. Government, faith community and non-profit organization representatives. U.S. Parole Commission (USPC) Chairman Edward Reilly and his staff met us there. Together, the members of this large delegation presented a group of over 200 DC inmates being released during the next 90 days with detailed information about the rules and procedures governing their release, as well as resources and services available to them when they get home. The inmates were able to ask and have all their questions answered. Our goal was to empower them with the knowledge to successfully negotiate their freedom.

Community Resource Day is part of CSOSA's ongoing effort to assist the staff and inmates at Rivers with release preparation and transition planning. There are two basic elements of the program. During the morning segment of the program, USPC staff covers the conditions of parole and supervised release. A representative of the Bureau of Prisons follows and covers the rules and responsibilities tied to the halfway houses. Next, our TIPS and general supervision officers explain how they conduct home plan investigations as well as the requirements of community supervision. This segment concludes with a presentation from the Child Support Services Division of the Office of the D.C. Attorney General. Its representative explains their enforcement policies and the benefits of compliance.

The afternoon segment of the program focuses on the critical areas of employment, education, health care and housing. Here, an array of local government and non-profit service providers discuss how to access their resources. Information packets containing handouts from each organization are provided to all of the inmates in attendance. The materials include contact information so that direct follow-up can occur after release.

During the course of this visit to Rivers, several collateral meetings were held with the institution's management team. One involved Rivers' Education Director and the Dean of the University of the District of Columbia's Community Outreach and Extension Service. UDC is seeking to establish a pilot workforce development program for the inmates at Rivers. A second collateral meeting involved Rivers' chaplain, members of our Faith Advisory Committee, and the Cluster Coordinators. They talked over ways to increase the involvement of local clergy in the delivery of religious services to the inmates. In a third meeting, representatives from CSOSA, USPC, BOP and the Rivers' case management team discussed ways to improve pre-release planning and communication.

Over the past year, three of the quarterly Community Resource Day presentations have been conducted by videoconference originating from CSOSA's Training Center. The use of this technology has made it possible for our staff and our partners to deliver a comprehensive package of resource and service information to the Rivers' inmates without having to commit the time and funding associated with overnight travel. The management at Rivers, however, would like us to conduct Community Resource Day onsite once a year. We will attempt to do so in the future. Through this balanced approach to program delivery, I believe that we can maximize our service providers' participation, while also strengthening the levels of cooperation and collaboration with Rivers' staff.

“Freedom To Do My Own Thing”

By Gene Groves, Vocational Development Specialist

The Court Services and Offender Supervision Agency held a “Starting Your Own Business” workshop Thursday, September 29, 2005 at the St. Luke Center. The event was designed to assist our offender population in finding answers to their questions about starting new businesses in the District of Columbia. Participants had the opportunity to hear from various speakers who provided information on business planning, ownership structure, and business location. They also learned about the process for business registration, licensing and financing. The featured speaker was Ms. Talaeka Brooks from Southeastern University’s Center for Entrepreneurship. Other participants included: Department of Employment Services, Public Defender Service, Small Business Administration, and ex-offenders who have started businesses. CSOSA’s Vocational Development Specialists are prepared to work with offenders in the steps leading to self-employment.

The workshop is one of a series of workshops sponsored by VOTEE to introduce the offenders to new possibilities for skill development and career choices. In 2004/5, the VOTEE Unit sponsored: Stepping Up for Your Children: Fatherhood Initiative; Caring for Your Customer – Workshop & Job Fair; Nationals Baseball Team – Prescreening; Cleaning Up Your Records; and Non-Traditional Jobs for Female Offenders. Community Supervision Officers are encouraged to send offenders to VOTEE Workshops in order to enhance both their skills and their sense of possibility.



Hispanic American Heritage Celebration

By Robert Murphy

An exuberant celebration of Hispanic American Heritage took place at CSOSA headquarters on September, 22, 2005. In a room filled with CSOSA and PSA staff, as well as special guests from the Harriet Tubman Elementary School, the audience was treated to a variety of artistic Hispanic performances.

The event centered on music and dance and the crowd was first treated to the Washington DC jazz ensemble, Visions of Jazz. The group played a combination of Latin, Afro-Cuban Mambo, Classical and Contemporary Jazz much to the pleasure of the crowd.

The Guest Speaker for the event was Ms. Nancy Alonso, a radio personality and host of the radio show "The Latin Flavor on WPFW 89.3 FM," Ms. Alonso gave a short history of the rise in popularity of Latin infused jazz and popular music.

The program concluded with a presentation of some classic Latin dance at which point the audience was brought onto the dance floor to show off their dancing talent. Finally the large crowd enjoyed a lunch of ethnic delicacies.



Nancy Alonso



Vision of Jazz Dancers



Vision of Jazz



CSOSA Dancers

National Alcohol and Drug Addiction Recovery Month

By Robert Murphy

On Tuesday, September 20, 2005, CSOSA and PSA hosted a program pointing out both the tragedy of addiction and the celebration that recovery can bring. In his annual proclamation, President Bush stated, "The devastating effects of alcohol and drug addiction have destroyed the lives and families of countless Americans. During National Alcohol and Drug Addiction Recovery Month, we recognize the dangers of substance abuse and renew the hope of overcoming addiction for individuals across our Nation." This year's theme, "Join the Voices for Recovery: Healing Lives, Families and Communities," encourages those striving to recover from this disease and recognizes the many families, support organizations, faith based and community groups, and volunteers working to help overcome addiction.

The guest speaker for the program was Robert Johnson, Senior Deputy Director for Substance Abuse Services, Addiction Prevention and Recovery Administration for the District of Columbia. It is estimated that over 60,000 individuals in the District of Columbia have a substance abuse problem. This figure represents nearly 12 percent of the general population. In addition, 40 percent of the 1.2 million annual emergency room visits in the District of Columbia are related to alcohol and drug abuse.

Mr. Johnson told the audience that for our region the most abused substances were alcohol, marijuana, crack, and heroin. In 2002 the District of Columbia ranked #1 for substance abuse amongst U.S. cities. Mr. Johnson went on to explain that his agency focuses their resources on treatment and recovery. "Treatment is vital to reducing recidivism," he said. He also pointed out the importance of twelve step recovery programs in long term sobriety and ended his remarks with one of the tenants of these programs, "It works if you work it."

The audience then listened to two persons presently in recovery. Both cautioned about the dangers of alcohol and drug addiction and of the hard road back to sobriety and recovery. Their personal stories and the celebration of their present sobriety was cause for a standing ovation from the audience.



The CSOSA Second Annual Domestic Violence Conference

By Valerie Collins

Branch IV held its Second Annual Domestic Violence Conference on October 26, 2005 at the Renaissance Hotel. The focus of the conference was to raise awareness of, and to identify strategies to end abusive relationships. Various forms of relationship violence were explored: elder abuse, teen dating violence, sexual assault, domestic violence in the work place, etc. The plenary session began with a skit performed by the Domestic Violence Intervention Program (DVIP) Players (Teams 36 and 37). The skit “Whatever Happened to Nana Pie” depicted elder abuse. Elder abuse is an aspect of family violence that has been ignored. It is devastating to those elders who are abused financially, physically, emotionally, and often left isolated and neglected. Branch IV stepped outside the box and exposed the violence elders can experience within their families.

The conference provided the opportunity for law enforcement officials, judges, prosecutors, social workers, victim advocates, therapists and many other professionals dedicated to ending family violence to network and share effective interventions. There were 250 participants at the conference. As a result, Branch IV is developing new partnerships as we continue to implement new and innovative strategies to provide effective services that address all aspects of family violence.

Community Justice Programs hosted the 3rd Annual Citywide Forum

By Bryan Young

On Tuesday, September 27, 2005, CSOSA’s Office of Community Justice Programs hosted the 3rd Annual Citywide Forum for the Agency’s Community Justice Advisory Network (CJAN). The Reverend W. Wilson Goode, Sr., former Mayor of Philadelphia, was the keynote speaker. Reverend Goode highlighted the risks of future incarceration and other problems among children of imprisoned parents in order to call on the community to take responsibility for mentoring children and working to restore families as offenders come home. Reverend Goode currently directs the Amachi Program, a faith-based national mentoring model for children of incarcerated parents.

Established in 1999, the CJAN consists of key public safety stakeholders representing Advisory Neighborhood Commissions, community groups, civic and tenant associations, schools, faith-based institutions, businesses, government agencies, and local law enforcement. The networks assist CSOSA to

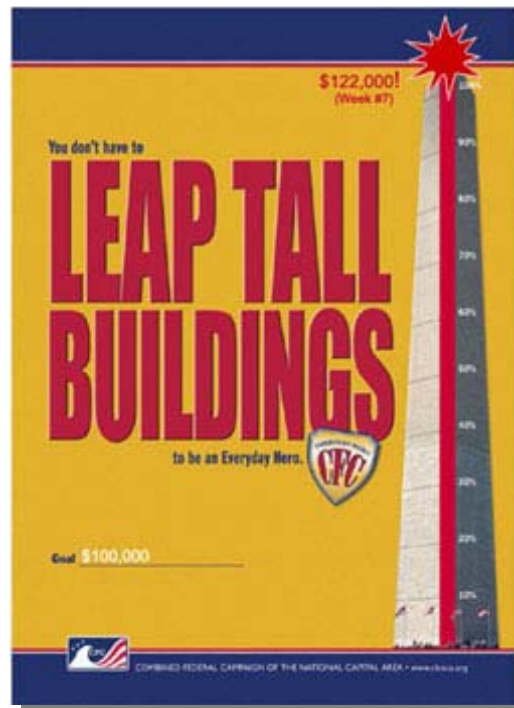
1. identify major public safety concerns/issues;
2. identify community assets in order to build community capacity; and
3. develop and facilitate the implementation of strategies for community education, prevention, and intervention activities.

Combined Federal Campaign

Pictures by Mary Anderson

“Thank You, Thank You, Thank You!!! On behalf of the Agency and the CFC Committee, Cliff Keenan and I want to thank all of you who assisted in helping the Agency exceed it’s CFC goal of \$100,000 in donations. As of Thursday, December 8, 2005, the Agency (CSOSA/PSA) has donated \$132,026.46. Moreover, we also achieved a new milestone in that 70% of the Agency participated in this year's CFC effort (our goal was 40% staff participation). We have a total of 41 eagle pledges, 29 of which were eagles and 12 double eagles. Your generosity, thoughtfulness, and caring will give a big boost to the Charities that are so dependent on the donations of government workers. There are so many people in need and our contributions will assist the Charities to address the needs of those who present themselves for services.”

Tom Williams, Associate Director, Community Supervision



Fifth District CAC Award Winners

By Cedric R. Hendricks, Associate Director, OLIPA

The Metropolitan Police Department's Fifth District Citizens Advisory Council (5D CAC) presented awards to two CSOSA staff members at its 2005 Annual Awards Dinner, held on October 20, 2005, at Catholic University's Pryzbyla Center. SCSO Elizabeth Estrill was recognized as CSOSA's Representative of the Year. Community Relations Specialist Alice Harper received the Commander's Award. A table full of CSOSA representatives was in attendance showing strong support for our colleagues, and for the great work being done in the community by the 5D CAC. Among them were Deputy Director Adrienne Poteat, Branch Chief Michael Gunn and Program Analyst Dwight Estrill.

Arthur Slater, Chairperson of 5D CAC, welcomed all of the evening's honorees and their guests to the event. He told the audience that the efforts of all of the citizens and officers being honored had produced "appreciable reductions in crime and an increase in community involvement in the community policing partnership." Fifth District Commander Jennifer Greene said that the honorees play "an integral part in what makes the Fifth District's crime strategies, deployment plans and community outreach go beyond the status quo." Chief Charles Ramsey commended and thanked the honorees for helping the MPD accomplish its primary mission of combating crime and the fear of crime.

All of us attending the Awards Dinner had a wonderful time meeting and talking with the police officials and officers from the Fifth District, as well as dozens of community leaders and residents. We told them all that we looked forward to strengthening CSOSA's partnership with the Fifth District when we open our new field unit at 910 Rhode Island Avenue NE in early 2006.



The CSOSA table and staff



SCSO Elizabeth Estrill receiving her award from 5D Commander Jennifer Greene.

2005
New Leader Program



The Training and Career Development Center would like to congratulate Deborah Pinchback-Cook, Yolanda Stokes, Yolanda Perry Agency Coordinator, Claudia Fagoaga and Marketia Davis for graduating from the USDA Graduate School's New Leader Program on September 30, 2005. The graduation ceremony was held in Hunt Valley, Maryland.

Employee Focus

By John G. Robertson

My Friend, Earl Fields

The difficult we do immediately, the impossible may take 'til the end of the day.

For those of us fortunate enough to have known Earl Fields over the years, his retirement is a bittersweet occasion. While we gladly celebrate the fact that Earl can now take his ease in retirement, we certainly mourn his loss. As great as the others are, there is just no other "Earl."

Thirty years ago, Earl began working for D.C. Superior Court Social Services Division in the file room at 409 E Street Northwest. Under a series of supervisors and many changes in management, Earl remained constant. When no one else could retrieve an old file, Earl could find it within minutes. When I needed a 1978 Pre-Sentence Investigation and there was no hard file, Earl found it on microfilm and printed out a copy.

The file room went through several reorganizations, all designed to place every file in its proper numerical sequence on the shelves, so anyone could walk in and find it. These reorganizations universally failed to recognize the huge volume of files, not to mention duplicate and triplicate files. Within weeks, the newly reorganized file rooms had stacks of files on the floor and once again, only Earl Fields could locate every one in minutes. The man must have a photographic memory. Look up the word reliable in the dictionary and you'll find a picture of Earl Fields. (*See also, faithful, loyal trustworthy, diligent, etc.*)

Though besieged with numerous requests, Earl was always pleasant. He always had a smile and a friendly greeting, no matter the circumstances or time of day. Even when I knew his workload was crushing and he was torn by conflicting demands, Earl was just Earl, a steady, friendly man, always glad to see us, always accommodating, always calm, even when those about him were "losing it."

About the only thing I ever saw Earl really excited about was his beloved Dallas Cowboys. Through thick and thin, in the face of hundreds of Cowboy-hating Redskins fans, Earl loved and supported his team. Not even in Texas is there a greater Dallas fan than Earl Fields.

More than all that, Earl is a real man; he knows who he is and has no need to impress anyone: self-confident without overbearing, quietly efficient, comfortable in his role and relationships. Respectful to all, in awe of none, regardless of rank or position.

Earl Fields earned my respect many years ago. I respect him as a worker and I respect him as a man of character and quality. When I retire, perhaps my greatest point of pride will be to say that Earl Fields is my friend.

We will miss you around here, Earl, but you will always be in our hearts and hey, on your way out, could you grab that 1987 Snodgrass file? I'm in a bind.



Mr. & Mrs. Earl Fields

SERVICE MILESTONES**June 2005****5 years**

Jon Jones (CJP)
Gene Groves (CJP)
Kyra Frames (CSS)

15 years

Marie Jerome (CSS)
Lawanda Wright (CSS)

July 2005**5 years**

Sheila Stokes (ADR)
Kim Barry (CJP)
James Stutson (OFM)
Jeffrey Beal (OIT)
Nana Kyea III (CSS)

15 years

John Patrick Ifedi (CSS)

20 years

Cynthia Hunter (CSS)

35 years

McKinley Rush

August 2005**5 years**

Jamie Henson (CSS)

10 years

Reyna Cartagena (CSS)
Juana Hill Turner (CSS)

September 2005**5 years**

Elmira Gwynn (CJP)
Michael Nias (CJP)
Davina McMillan (CSS)
Paul Washington (CSS)
Jemell Courtney (CSS)
Shirley Simons (CSS)
Felicia Murray (CSS)
Renard Brown (CSS)
Melanie Smith (CSS)



Douglas Cowher (CSS)
Keith Cromer (CSS)
Jeffrey Barlow (CSS)
Tosha Trotter (CSS)
Elizabeth Raible (CSS)
Tiffany Hill (CSS)
Lyvette Crawford (CSS)
Cherell Strange (CSS)

10 years

Suzanne Fry (OIT)

15 years

Tanya Johnson (AOC)

20 years

Bonita Mayo (CSS)

October 2005**5 years**

Charltia Lewis (CSS)
Diane Herbert (CSS)
Rufus Parker (CSS)
Virgil Oliver (CSS)

15 years

Levale Jenkins (EEO)
Peter Wobus (CJP)
Kelly Hines (CSS)

November 2005**15 years**

Beverly Hill (OD)

35 years

Etheleen Harris (OHR)

December 2005**5 years**

Leonard Brisbane (AOC)

10 years

Kevin Lineberger (AOC)
Lisa McRae (OFM)

15 years

Rhonda Sams (CSS)

